# A Management Framework for Ergonomics Programs

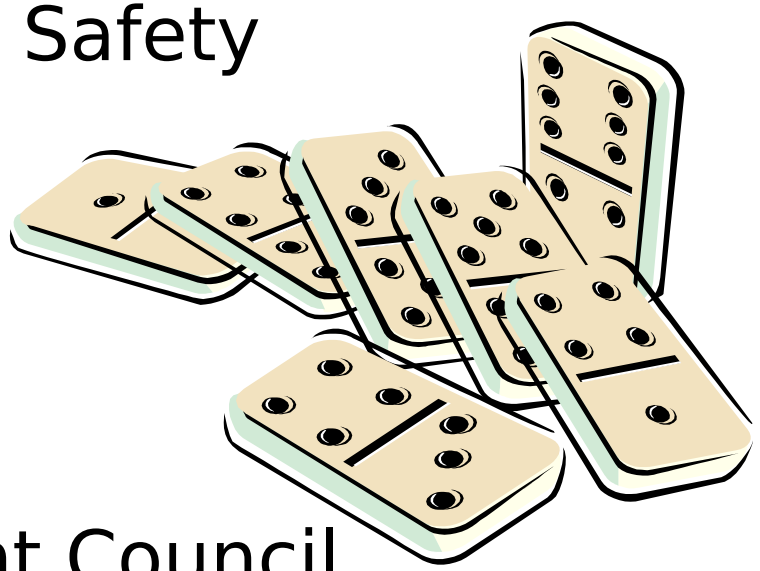
John Seibert, CIH, CSP
John Yasalonis, CIH
Logistics Management Institute

# Overview

- Management Approaches & Initiatives
- Seibert's Model
- Culture in the Model
- Answer the question – "What is the Key Domino to make a Program take off?"

# Management Approaches & Initiatives

- DoD Ergonomics Policy Memo
- VPP (Voluntary Protection Program)
- ISO14000 (Env Management Systems)
- Defense Employee Work Safety Demonstration Program
- NAVOSH Strategic Plan
- Performance metrics
- Lost Workdays IPT
- Defense Safety Oversight Council

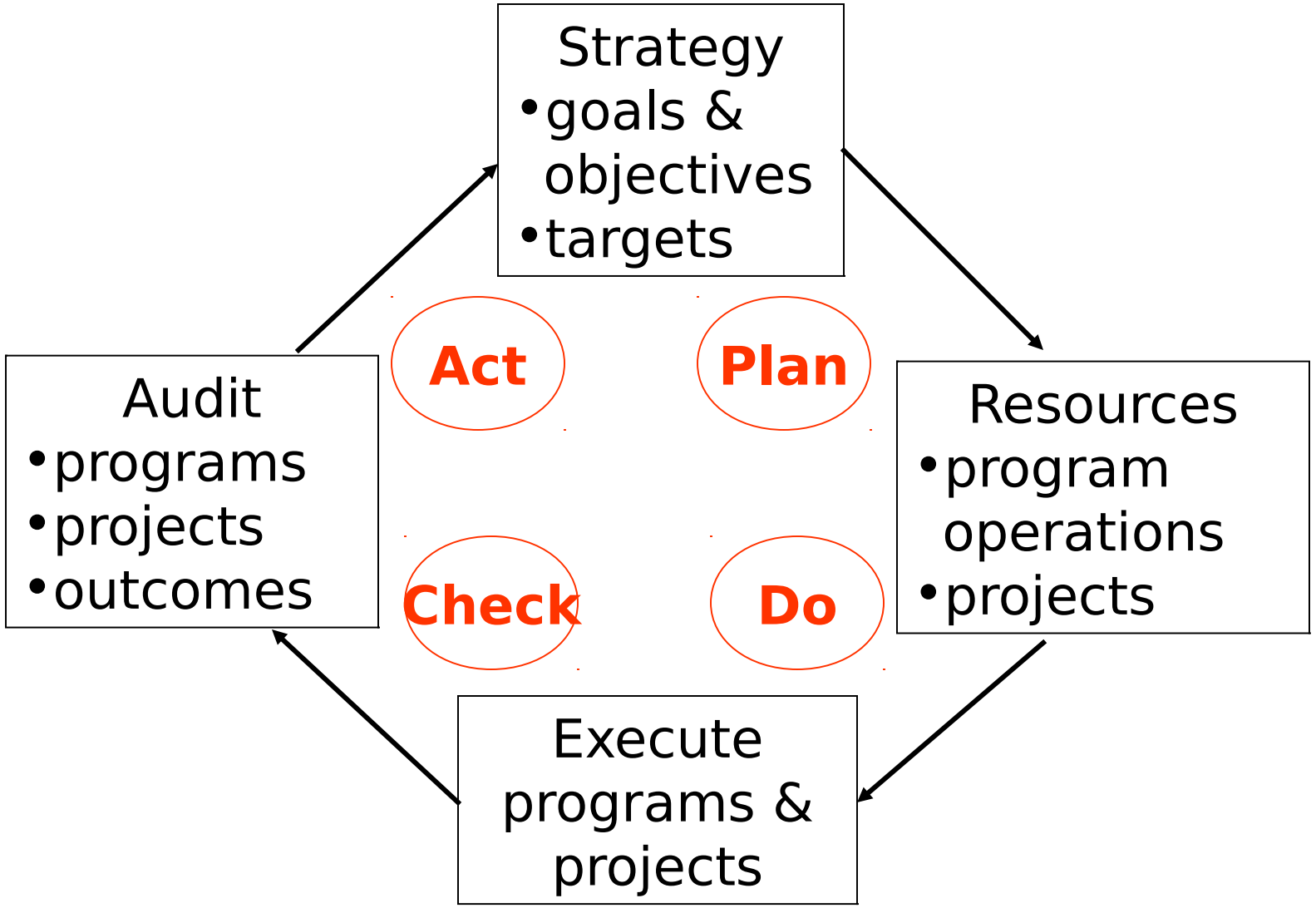


Which is the key domino to make a program fall into place

# Overview

- Management Approaches & Initiatives
- Seibert's Model
- Culture in the Model
- Answer the question – "What is the Key Domino to make a Program take off?"

# Seibert's Program Management Model (not copyrighted)



# Program Strategy
## Examples

Strategy
- goals & objectives
- targets

- DoD ergonomics policy - Written plan
- “Getting Started - Installation Program Development” - COL Mary Lopez
- “Ergonomics Process Implementation” - Hal Hendrick

# Resources
## Examples

- “How to Get Money” - Tina Allen
- “Selling Ergonomics to Management” - Dave Alexander
- “Cost Benefit Analysis” - COL Mary Lopez
- “Best Practices and Return on Investment - Navy Perspective” - Cathy Rothwell
- “Case Studies and Return on Investment for Industrial Processes” - Theresa Stack

Resources
- program operations
- projects

# Execution
## Examples

Execute programs & projects

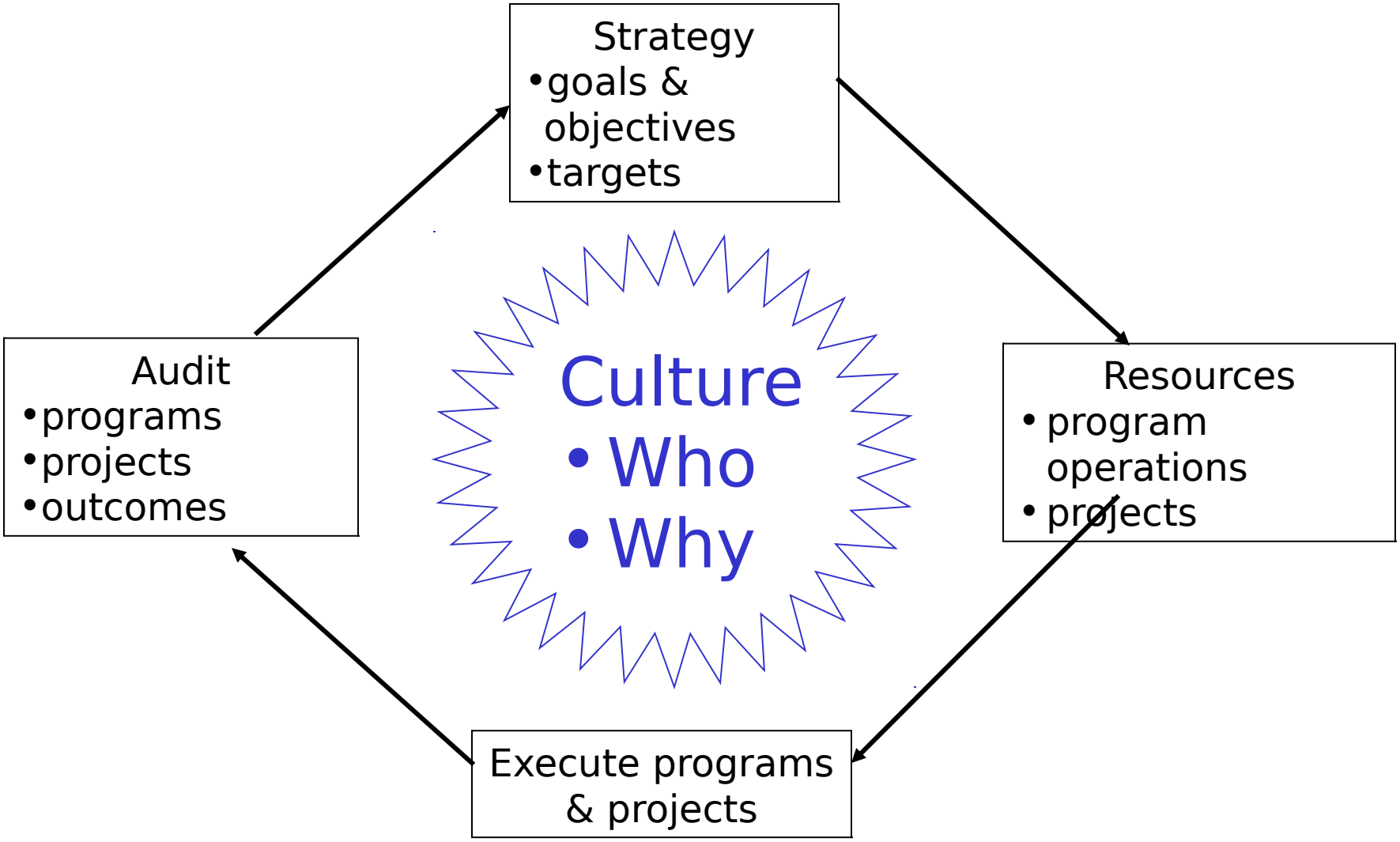
- DoD ergonomics policy
  - Workplace analysis
  - Hazard prevention & control
  - Health care management
  - Education & training
- “Safe Patient Handling and Movement” - Audrey Nelson
- “Implementing Medical Case Management Teams” - Marianne Cloeren

# Audit
## Examples

- DoD ergonomics policy – Program evaluation & review
- “Auditing” - Dave Alexander
- “Information Systems - Why Data Management?” - Nathan Giles
- “Metrics” - Elizabeth A. Byers
- “EX3 System Case Management-Related Metrics” - Michael Berkeley

Audit
- programs
- projects
- outcomes

# Seibert's Program Management Model (not copyrighted)



# Culture Test

- Take-home exam
- Yourself & your commander
- 2 questions - multiple choice

Question 1. Who is in charge of the safety program?

a. Commanders & supervisors
b. Safety & health staff
c. everyone

# Culture Test - Why

Question 2. Which of the following best describes why you want to improve the safety program?

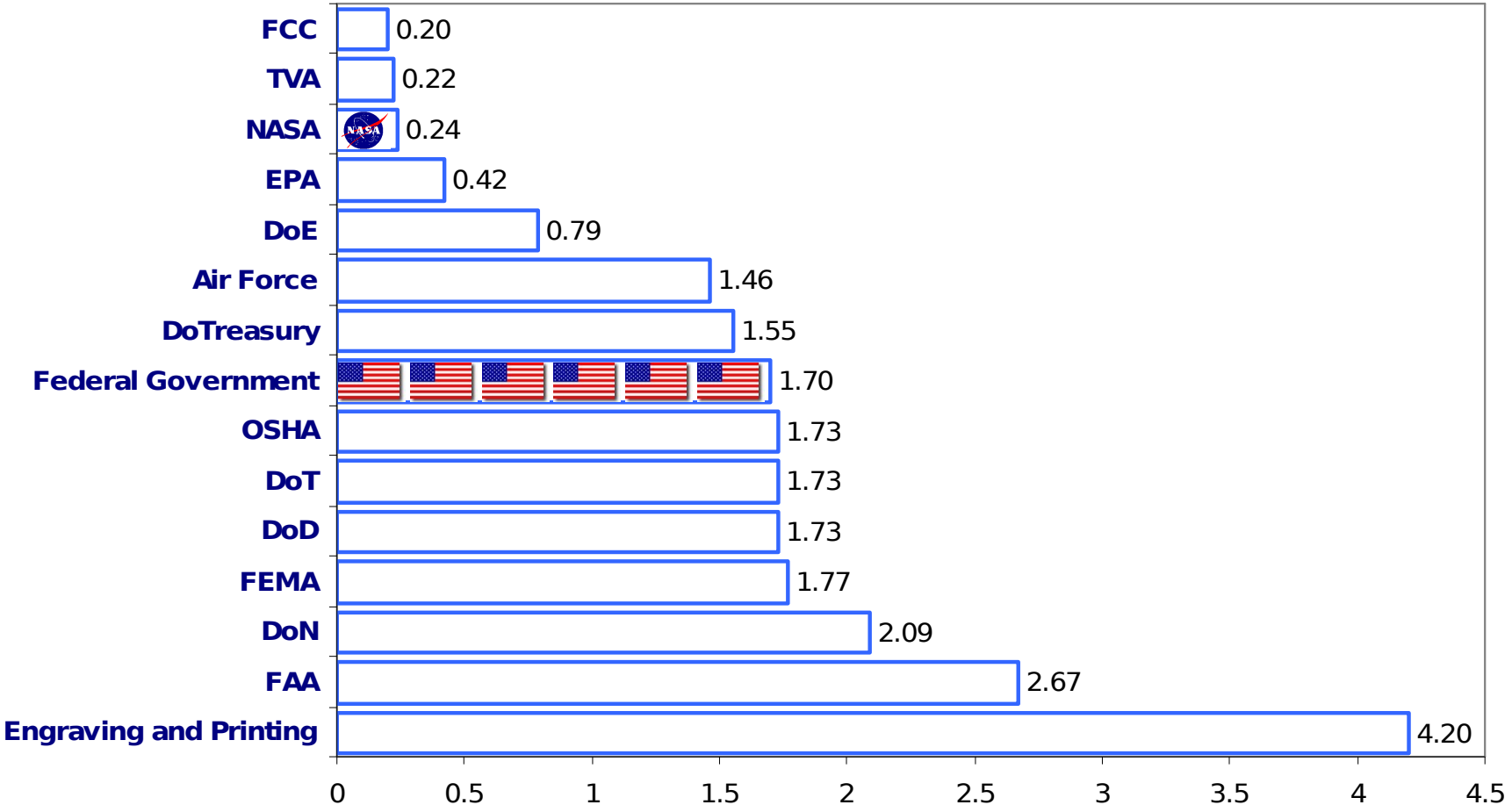
# Culture Test - Why

a. Control the costs associated with accidents & injuries

| Site | LWDI Rate | TCR | Direct Costs ($,000) |
|---|---|---|---|
| USA - Watervliet Arsenal - NY | 2.7 | 6.5 | 1,261 |
| USA - Ft Bragg - NC | 4.48 | 6.4 | 1,578 |
| USAF - Hill AFB - UT | 0.65 | 4.16 | 6,144 |
| USAF - Tinker AFB - OK | 2.13 | 4.99 | 12,043 |
| USN - Key West NAS - FL | 4.7 | 9.1 | 367 |
| USN - Kingsville NAS - TX | 9.6 | 13.3 | 382 |
| USMC - Camp Lejeune - NC | 11 | 13.13 | 3,182 |
| USMC - Camp Pendleton - CA | 9.6 | 17.5 | 2,736 |
| DLA - Richmond - VA | 0.77 | 4.2 | 24 |
| DLA - Columbus - OH | 0.87 | 4.8 | 757 |
| DeCA - Zone 27 | 6.18 | 9.51 | 17 |
| DeCA - Zone 29 | 5.66 | 7.46 | 12 |
| Totals | | | 28,503 |

# Culture Test - Why

b. Have a “best in class” program (i.e., be as good as DuPont & NASA)



# Culture Test - Why

c. Mission success starts with safety. A commitment to safety permeates everything we do. We are committed to protecting the safety and health of the general public and our people.

**1st Sgt. Christopher D. Coffin**

Age: 51
Bethlehem, Pa.

352nd Civil Affairs Battalion,
Riverdale, Md.

*Coffin was killed when his vehicle ran into a ditch while trying to avoid a civilian vehicle.*

# Key Program Dominos